
MINUTES OF REGULAR SESSION – April 4, 2022

ROOM 03 – TOWN HALL

6:00 PM

PRESENT: Select Board members Thomas J. O’Loughlin and Paul A. Mazzuchelli and Town Administrator Richard A. Villani. Chair Michael Walsh was absent.

1. Mr. Mazzuchelli moved, seconded by Mr. O’Loughlin: To sign the warrant, UNANIMOUS.
2. Invitation to Speak – NONE.
3. Police Chief James Falvey was present to request the Board authorize the purchase of a K9 dog from the Town of Hopkinton. Officer Brian Sanchionni transferred to the Milford force from Hopkinton and the K9 dog, named Titan, was assigned to him in Hopkinton. The dog is 4 years old and has had 116 deployments and 3 lifesaving missions. Officer Sanchionni has a kennel for the dog on his property. The negotiated price for the dog is \$4,500.00. Mr. Mazzuchelli said this is a good opportunity for the Town. Mr. O’Loughlin said this is a spectacular value for a premier dog. Mr. Mazzuchelli moved, seconded by Mr. O’Loughlin: To approve the purchase of the K9 dog from the Town of Hopkinton for the price of \$4,500.00. UNANIMOUS.
4. Human Resources Director Kristin Melpignano and Joellen Cademartori of GOVHR USA, were present to discuss the Classification and Compensation Study prepared for the Town. Joellen said they reviewed Job Descriptions and prepared Job evaluations for each Article 2 position. They looked at 18 comparable communities. They also talked with all employees and had each employee fill out a questionnaire. The Plan has 15 Grades and 10 Steps. There is a 7.5% graduation between Grades 1 through 14. All Grades have a 35% range from minimum to maximum. She recommended the Town pay at the 50th percentile range, any position over the range is frozen until the range “catches up” to the position’s pay, any employee in an existing position that is “under” the range should be placed at a minimum of Step 2, not 1, Step 1 is an appropriate for a new hire and anyone with longer tenure moving into the range would move up higher than Step 2. Mr. Mazzuchelli asked how the 7.5% pay range increase was calculated. Mr. O’Loughlin said that GOVHR “did a great job” and the Plan also brings contract employees in line and it treats non-contract people fairly. Mr. O’Loughlin moved, seconded by Mr. Mazzuchelli: To accept the 50th percentile Pay Range as presented. UNANIMOUS.

5. The Board reviewed the Annual Town Meeting Warrant. Mr. Mazzuchelli moved, seconded by Mr. O'Loughlin: To approve the Annual Town Meeting Warrant as presented.
UNANIMOUS.
6. Mr. O'Loughlin moved, seconded by Mr. Mazzuchelli: To adjourn the Select Board meeting at 6:40 PM.

Richard A. Villani
Minutes Recorder

Michael K. Walsh, Chairman

Thomas J. O'Loughlin

Paul A. Mazzuchelli